



Code of Conduct

The Astronomy Australia Limited (AAL) Code of Conduct outlines AAL's expectations for behaviour and conduct for all participants at AAL-facilitated meetings or workshops.

By participating in an AAL-facilitated meeting or workshop you are agreeing to abide by this Code of Conduct.

AAL is committed to making all meetings and workshops inclusive, productive and enjoyable for everyone, regardless of age, gender identity and expression, marital status, caring responsibilities, disability, cultural or linguistic diversity, indigeneity, sexual orientation, physical appearance, political affiliation or religion. Participants are expected to conduct themselves appropriately and AAL will not tolerate harassment in any form from participants. The following guidelines should be adhered to at all times when participating in AAL facilitated meetings or workshops:

- 1) Behave professionally. Harassment and sexist, racist, ableist or otherwise exclusionary comments or jokes are not appropriate. Harassment includes, but is not limited to, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive written or verbal comments related to issues including age, gender identity and expression, marital status, caring responsibilities, disability, cultural or linguistic diversity, indigeneity, sexual orientation, physical appearance, political affiliation or religion and posting (or threatening to post) other people's personally identifying information.
- 2) All verbal and written communication should be inclusive and appropriate for a diverse professional audience.
- 3) Be considerate and respectful to others and critique ideas rather than individuals. Do not insult or denigrate other attendees – a meeting or workshop where people feel uncomfortable or threatened is not an inclusive or enjoyable one.
- 4) Participants asked to stop any inappropriate behaviour are expected to comply immediately. Attendees violating these rules may be asked to leave the event at the sole discretion of the meeting organiser without a refund of any charge.

Anyone who wishes to report a violation of this Code of Conduct is asked to speak confidentially to the meeting organiser or, for escalation, Mark McAuley, CEO, AAL:
mark.mcauley@astronomyaustralia.org.au.